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Department of Defense

# CIVILIAN MANPOWER STATISTICS

Quarter Ending June 30, 1988

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

June 30, 1988

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*

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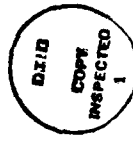
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## FOREWORD

*Civilian Manpower Statistics (CMS)* is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment. (CMS) tables data

(Statistical data, pp)



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TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - June 30, 1988**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,102,296	404,531	352,258	257,215	88,292
DIRECT HIRE	1,018,740	345,420	341,668	244,977	86,675
INDIRECT HIRE	83,556	59,111	10,590	12,238	1,617
<b>TOTAL EMPLOYMENT</b>	<b>1,111,258</b>	<b>406,867</b>	<b>356,310</b>	<b>258,700</b>	<b>89,381</b>
DIRECT HIRE	1,027,702	347,756	345,720	246,462	87,764
INDIRECT HIRE	83,556	59,111	10,590	12,238	1,617
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	30,143	30,141	0	2	0
<b>TOTAL EMPLOYMENT</b>	<b>32,774</b>	<b>32,772</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,132,439	434,672	352,258	257,217	88,292
DIRECT HIRE	1,048,883	375,561	341,668	244,979	86,675
INDIRECT HIRE	83,556	59,111	10,590	12,238	1,617
<b>TOTAL EMPLOYMENT</b>	<b>1,144,032</b>	<b>439,639</b>	<b>356,310</b>	<b>258,702</b>	<b>89,381</b>
DIRECT HIRE	1,060,476	380,528	345,720	246,464	87,764
INDIRECT HIRE	83,556	59,111	10,590	12,238	1,617

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

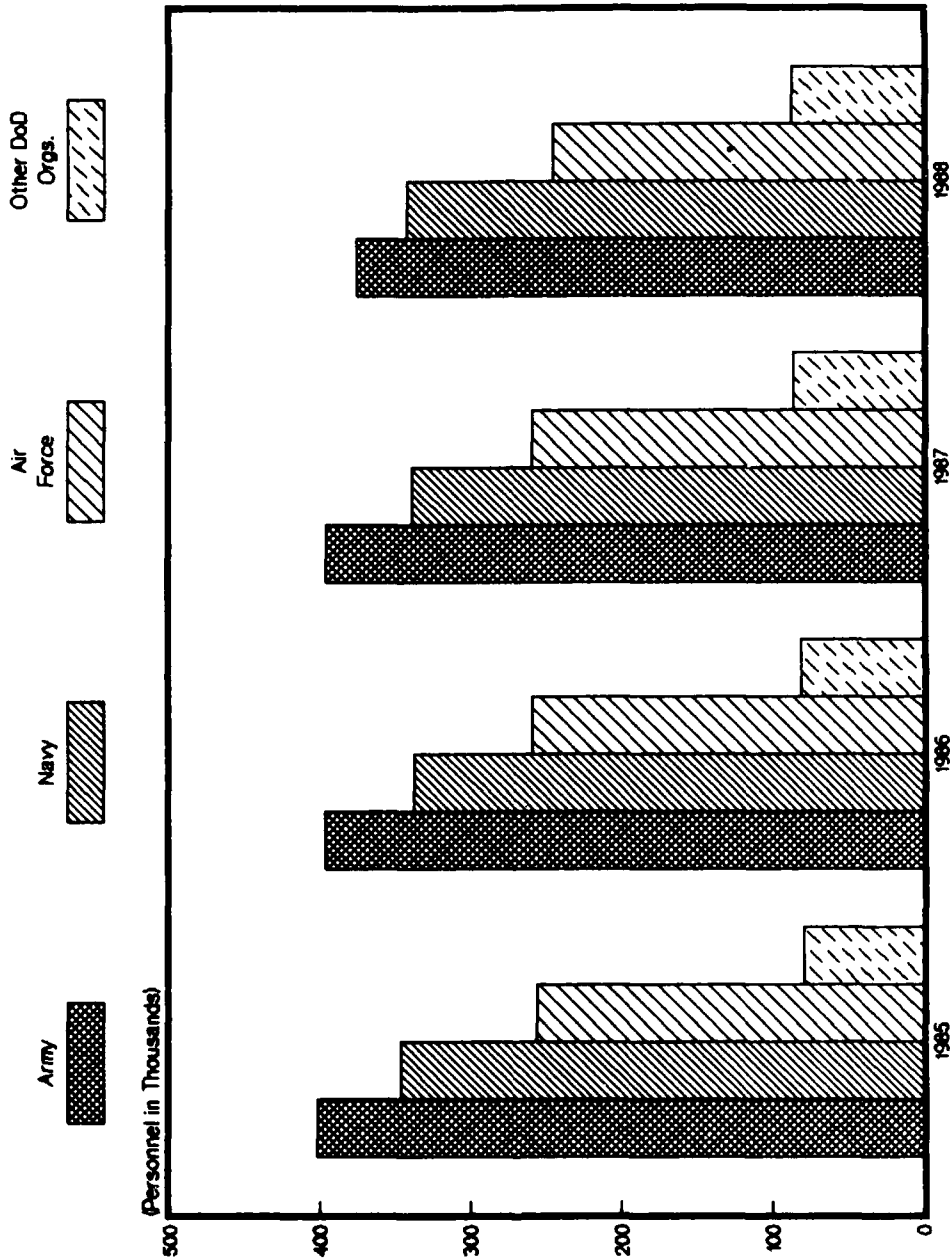
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 84	30 SEP 85	30 SEP 86	30 SEP 87	30 APR 88	31 MAY 88	30 JUN 88	
MILITARY FUNCTIONS	1,089,585	1,129,745	1,112,901	1,134,145	1,111,989	1,110,251	1,102,296	
DIRECT HIRE a/	1,004,488	1,043,240	1,027,866	1,049,337	1,028,586	1,026,699	1,018,740	
INDIRECT HIRE b/	85,097	86,505	85,035	84,808	83,403	83,552	83,556	
ARMY	405,084	421,780	414,774	420,145	406,364	405,279	404,531	
DIRECT HIRE	345,194	360,887	355,343	359,966	347,194	346,157	345,420	
INDIRECT HIRE	59,890	60,893	59,431	60,179	59,170	59,122	59,111	
NAVY	342,851	353,501	342,727	354,162	353,814	353,979	352,258	
DIRECT HIRE	332,463	343,061	332,363	343,672	343,470	343,409	341,668	
INDIRECT HIRE	10,383	10,440	10,364	10,490	10,344	10,570	10,590	
AIR FORCE	253,884	265,018	264,299	265,326	256,089	255,197	257,215	
DIRECT HIRE	240,903	251,550	250,655	252,767	243,822	242,955	244,977	
INDIRECT HIRE	12,981	13,468	13,644	12,559	12,267	12,242	12,238	
OTHER DoD ORGANIZATIONS c/	87,766	89,446	91,101	94,512	95,722	95,796	88,292	
DIRECT HIRE	85,923	87,742	89,505	92,932	94,100	94,178	86,675	
INDIRECT HIRE	1,843	1,704	1,596	1,580	1,622	1,618	1,617	
CIVIL FUNCTIONS a/	28,974	30,029	30,817	29,753	28,618	29,055	30,143	
(ALL DIRECT HIRE)	28,972	30,026	30,814	29,751	28,616	29,053	30,141	
ARMY	2	3	3	2	2	2	2	
AIR FORCE								
TOTAL MILITARY AND CIVIL FUNCTIONS	1,118,559	1,159,774	1,143,718	1,163,898	1,140,607	1,139,306	1,132,439	
DIRECT HIRE a/	1,033,462	1,073,269	1,058,683	1,079,090	1,057,204	1,055,754	1,048,883	
INDIRECT HIRE b/	85,097	86,505	85,035	84,808	83,403	83,552	83,556	

a/As reported officially to the Office of Personnel Management  
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts  
or agreements with foreign governments  
c/See Glossary for a list of Other DoD Organizations

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# TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88

## MILITARY AND CIVIL FUNCTIONS



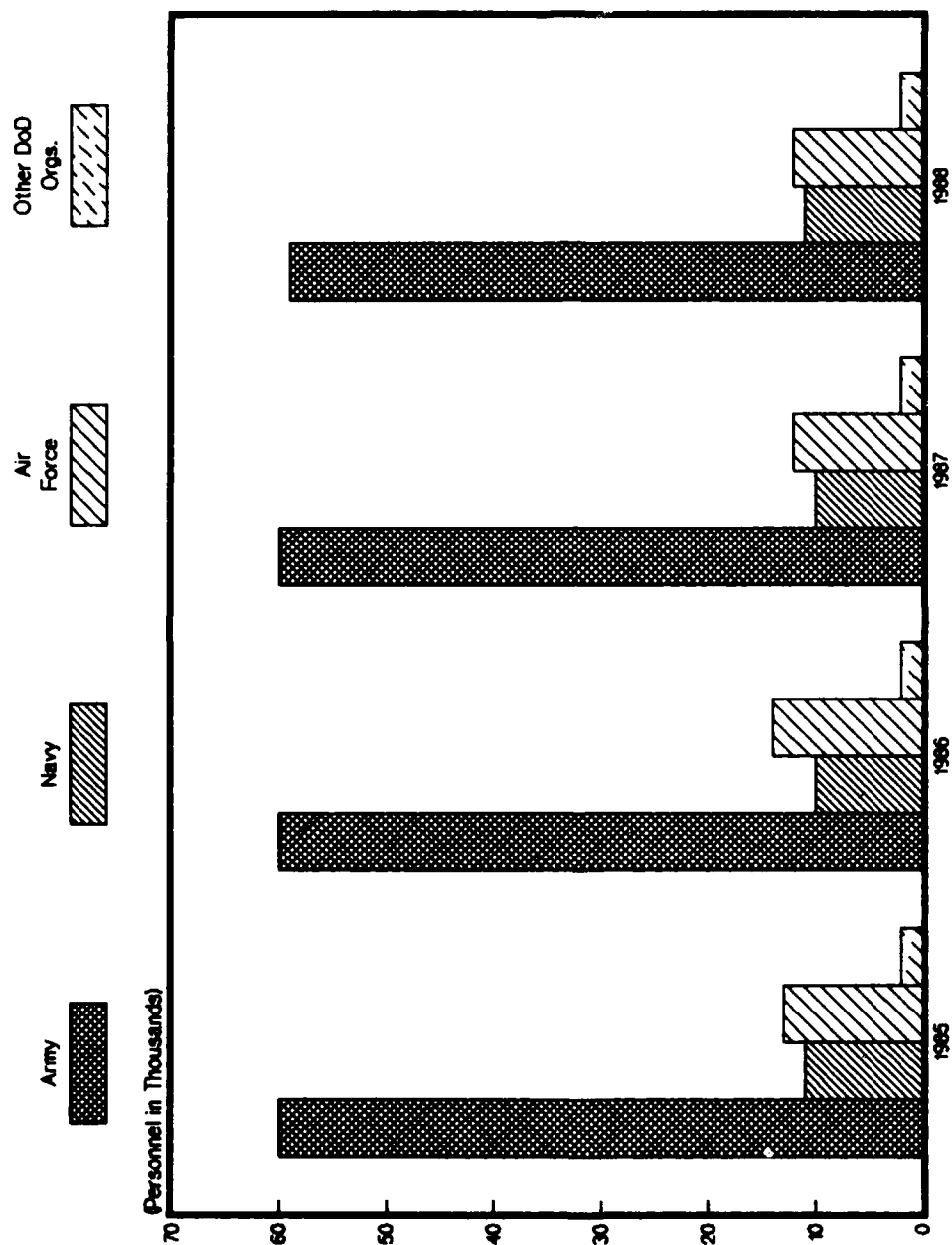
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Figure 1 - Direct Hires



# TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88

## MILITARY AND CIVIL FUNCTIONS



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Figure 2 - Indirect Hires

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 88	31 MAY 88	30 JUN 88		30 APR 88	31 MAY 88	30 JUN 88
MILITARY FUNCTIONS							
ARMY	1,028,586	1,026,699	1,018,740	1,108,058	911,268	908,994	899,197
NAVY	347,194	346,157	345,420	399,840	296,816	295,518	293,822
AIR FORCE	343,470	343,409	341,668	347,985	309,015	308,968	307,455
OSD & ORGANIZATIONS SERVICED BY OSD a/	243,822	242,955	244,977	265,425	220,809	220,029	219,708
DEFENSE COMMUNICATIONS AGENCY	4,262	4,309	4,372	4,701	3,966	3,961	3,949
DEFENSE CONTRACT AUDIT AGENCY	2,094	2,157	2,203	2,117	1,996	2,001	2,019
DEFENSE INVESTIGATIVE SERVICE	5,988	5,994	6,001	6,089	5,914	5,886	5,826
DEFENSE LOGISTICS AGENCY	4,270	4,210	4,150	4,029	4,011	3,962	3,906
DEFENSE MAPPING AGENCY	52,792	52,827	52,608	52,673	49,209	49,137	48,944
DEFENSE NUCLEAR AGENCY	8,350	8,390	8,413	8,537	8,143	8,137	8,100
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	807	811	859	1,000	715	722	743
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	13,095	13,021	5,594	13,224	8,437	8,442	2,511
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	208	212	216	248	200	205	209
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	1,373	1,368	1,358	1,380	1,355	1,346	1,331
	861	879	901	810	682	680	674
CIVIL FUNCTIONS							
ARMY	28,618	29,055	30,143	N/A	26,706	26,848	27,080
AIR FORCE	28,616	29,053	30,141	N/A	26,704	26,846	27,078
	2	2	2		2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,057,204	1,055,754	1,048,883	N/A	937,974	935,842	926,277

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO

## OMB CEILING, BY FUNCTION & DEFENSE COMPONENT

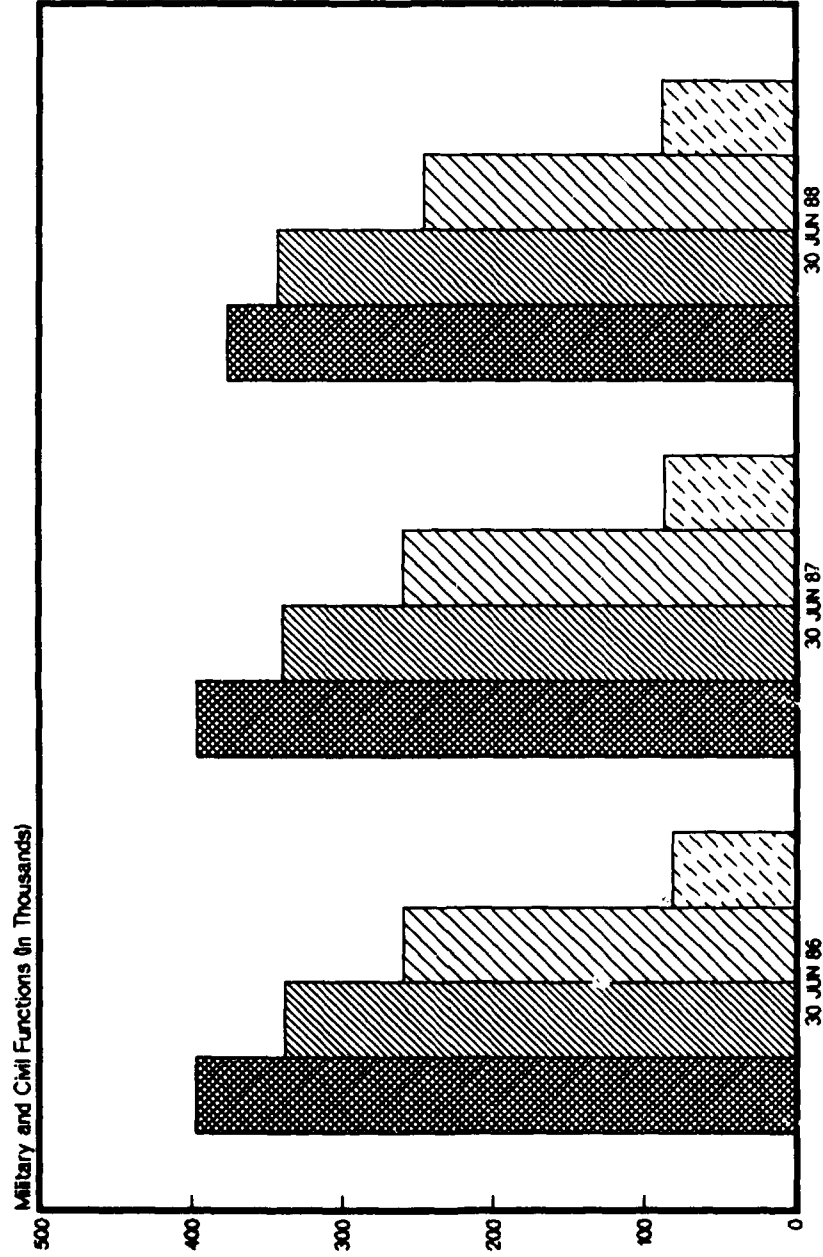


Figure 3 - Total Employment

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TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - June 30, 1988**

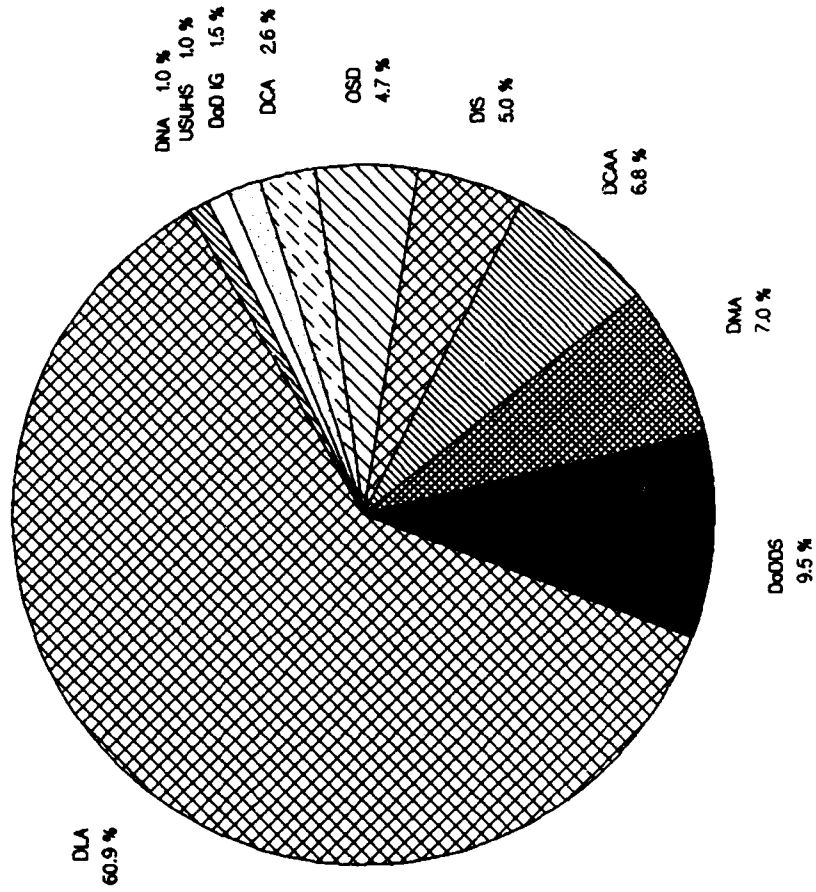
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,419	4,405	14
DEFENSE COMMUNICATIONS AGENCY	2,302	2,291	11
DEFENSE CONTRACT AUDIT AGENCY	6,026	6,021	5
DEFENSE INVESTIGATIVE SERVICE	4,179	4,179	0
DEFENSE LOGISTICS AGENCY	54,357	53,459	898
DEFENSE MAPPING AGENCY	8,476	8,475	1
DEFENSE NUCLEAR AGENCY	864	864	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	6,281	5,594	687
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,360	1,359	1
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	216	216	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	901	901	0
TOTAL	89,381	87,764	1,617

a/See the Glossary for a list of OSD and Organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN

EMPLOYMENT BY COMPONENT - JUNE 30, 1988



Excluding Military Departments - UTCCCA - .2%

FIGURE 4

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**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - June 30, 1988 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,060,476	380,528	345,720	246,464	87,764
BY STATUS					
FULL-TIME	1,030,529	369,052	339,650	238,593	83,234
PART-TIME	24,768	9,652	5,380	5,793	3,943
INTERMITTENT	5,179	1,824	690	2,078	587
BY CAREER SERVICE CATEGORY					
COMPETITIVE	891,854	304,454	306,616	202,628	78,156
EXCEPTED AND SES	168,622	76,074	39,104	43,836	9,608
BY TYPE OF APPOINTMENT					
PERMANENT	937,236	325,311	310,498	222,115	79,312
TEMPORARY/INDEFINITE	123,240	55,217	35,222	24,349	8,452
BY CITIZENSHIP					
U.S. CITIZENS	1,019,514	364,615	329,112	238,541	87,246
NON-CITIZENS	40,962	15,913	16,608	7,923	518
BY LABOR CATEGORY					
SALARIED	736,590	278,627	219,684	162,864	75,415
WAGE BOARD	323,886	101,901	126,036	83,600	12,349

a/Includes personnel not subject to OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - June 30, 1988 a/

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,060,476	380,528	345,720	246,464	87,764
UNITED STATES	967,111	336,210	319,851	229,511	81,539
BY LOCATION					
WASHINGTON, D.C., SMSA c/	89,200	28,295	37,939	6,414	16,552
REMAINDER OF U. S.	877,911	307,915	281,912	223,097	64,987
BY LABOR CATEGORY					
SALARIED	673,139	248,984	207,664	147,146	69,345
WAGE BOARD	293,972	87,226	112,187	82,365	12,194
BY CITIZENSHIP					
U. S. CITIZENS	966,628	335,864	319,843	229,478	81,443
NON-CITIZENS	483	346	8	33	96
U. S. TERRITORIES					
BY LABOR CATEGORY	7,614	1,394	5,260	877	83
SALARIED	3,900	966	2,457	402	75
WAGE BOARD	3,714	428	2,803	475	8
BY CITIZENSHIP					
U. S. CITIZENS	7,584	1,394	5,231	876	83
NON-CITIZENS	30	0	29	1	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY	85,751	42,924	20,609	16,076	6,142
SALARIED	59,551	28,677	9,563	15,316	5,995
WAGE BOARD	26,200	14,247	11,046	760	147
BY CITIZENSHIP					
U. S. CITIZENS	45,302	27,357	4,038	8,187	5,720
NON-CITIZENS	40,449	15,567	16,571	7,889	422

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - June 30, 1988

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	83,556	59,111	10,590	12,238	1,617
BELGIUM	1,081	909	0	155	17
GERMANY	58,648	51,288	0	6,191	1,169
GREECE	539	2	127	396	14
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	17,463	3,375	9,310	4,564	214
KOREA	3,158	3,158	0	0	0
NETHERLANDS	508	379	0	114	15
PHILIPPINES	6	0	6	0	0
SPAIN	2,047	0	1,141	818	88
SWITZERLAND	1	0	0	0	1
UNITED KINGDOM	99	0	0	0	99

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

\*Office of the Secretary of Defense (OSD)

\*Joint Chiefs of Staff (JCS)

\*Inspector General of the Department of Defense

#### Department of Defense Agencies:

\*Defense Advanced Research Projects Agency (DARPA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

\*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

\*Defense Security Assistance Agency (DSAA)

Department of Defense Inspector General (DoD IG)

Joint Tactical Command, Control & Communications Agency (JTCCCA)

\*Strategic Defense Initiative Organization

NOTE: \*Organizations serviced by OSD.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Systems Support Center (DMSSC)
- \*Defense Technology Security Administration (DTSA)
- \*Department of Defense Dependents Schools  
(DODDS) (Headquarters Only)
- \*Office of Civilian Health and Medical Program  
Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. COMPETITIVE SERVICE - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. EXCEPTED SERVICE - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salariat Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)